

TEACHERS' PENSION FUND (IRELAND).

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R E P O R T

ON THE

VALUATION OF THE TEACHERS' PENSION FUND (IRELAND)

ON THE

31st DECEMBER, 1900.

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Presented to House of Commons by Command of His Majesty.

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1903.

[Cd. 1765.] Price 2½d.



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Report on the Valuation of the Teachers' Pension Fund (Ireland)  
on the 31st December 1900.

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## RETROSPECT.

1.—As a convenient résumé of the history of the Fund, I quote the first few paragraphs of my Third Quinquennial Report.

1. Previously to 1879 there had not been compulsory retirement for Teachers, many of whom served to great ages; but on the annual votes provision was made for gratuities which certain Teachers of long service might claim. When the Teachers' Pension Fund commenced work, these gratuities amounted to about £7,200 a year; and the amount would apparently have gradually risen to a sum considerably higher. This has been practically extinguished by the operation of the Fund; so that if it be regarded as a perpetuity of £10,000, a capital of about £360,000\* has been saved.

2. In 1878, the Treasury desired to make some provision of Pensions for superannuated Teachers, the Teachers contributing a portion of the cost. Calculations were called for; but the first difficulty felt was the absence of statistics showing the value and conditions of the lives of Teachers. A careful investigation was made on the best data available. The career, while in the service, of every Teacher who had been serving in the year 1848, or who had subsequently been appointed, was traced down to the year 1878. It was found from the experience given by 31,746 Teachers that, while there had been but a small mortality in the service, there had been a great amount of withdrawal—whether voluntary or on dismissal.

The cost of any Pension Scheme depended very largely on the degree to which this secession might be continued; and there were no data from which a conclusion could be formed, as the existence of prospective pensions would naturally affect the ratio of withdrawal.

3. Two calculations of normal cost were made; one, as a maximum, on the basis that withdrawal took no effect. This showed a net charge of £1,670,373. The other calculation was a minimum—on the basis that withdrawal would continue at the same ratio as theretofore. This gave a net charge of £811,917.

The conditions of these estimates were that Teachers were to be appointed at the youngest permitted ages; that retirement was to be compulsory at 65 years of age for males and 60 years for females; that Teachers were to pay one-fourth part of the cost; and that the pensions were to be at rates corresponding to two-thirds of the then average emoluments from all sources of the several classes; and that money was to be reckoned at 3 per cent.

4. In the absence of any real knowledge as to how the Scheme would work, the Treasury took a liberal mean between the maximum and minimum estimates, and assigned a capital of £1,300,000 out of the Irish Church Surplus. This capital was secured by the Act 42 and 43 Vic., cap. 74; and as long as the money remained unpaid it was to bear interest at 3 per cent. The whole of this capital is still unpaid.

\* With money, as now taken, at 3½ per cent., this would have been £400,000.

5. When the calculations were made the number of Clasped Teachers stood as follows :—

<i>Number of Clasped Teachers</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Class I., . . . . .	135	115	
" II., . . . . .	397	307	
" III., . . . . .	1,708	1,467	
" III., . . . . .	2,959	3,401	
	<u>5,199</u>	<u>5,290</u>	
			<b>10,489</b>

It was stated at the time by the authorities at the National Education Office that these numbers might be taken as fairly normal, and that there was little probability of any material change.

\* \* \* \* \*

7. In 1885, after five years' working, a valuation of the Fund was made on the basis of the experience as to withdrawal which those five years had afforded. It was found that, after allowing on that basis for all probable charges, there was a surplus of £196,587. Had the action of the succeeding years been foreseen, I should not have advised any appropriation of that surplus. However, on the basis taken, it existed; and as the Treasury desired the whole Fund to be administered so as to benefit the Teachers to the utmost, steps were taken to dispose of it. Small sums were appropriated to clearing away some obvious inconsistencies which had come to light as the Fund worked; but the bulk of the surplus was devoted to making service count, as well as age, in fixing a Teacher's pension. This was a measure for which the Commissioners of National Education and the Teachers themselves had seriously pressed. It was a factor the effect of which was difficult in the extreme to estimate; and I am inclined to think it operates more severely than was anticipated. What remained of the estimated surplus was devoted to reducing slightly the premiums paid by Male Teachers.

8. In 1885 difficulties began to appear: though we could not foresee the dimensions they would later assume. Of course, all the calculations depended on the numbers in the several classes being fairly well maintained, and on the total number of Teachers not being exceeded. The Act provides for the following establishment as a maximum :—

	<i>Males</i>	<i>Females</i>
Class I., . . . . .	150	130
Class II., . . . . .	410	350
Class III., . . . . .	1,850	1,550
Class III., . . . . .	3,890	3,370
	<u>5,300</u>	<u>5,400</u>
		<b>10,700</b>

9.—In my report for 1885 (as subsequently in those for 1886, 1887, and 1889) I drew attention to the danger to the Fund which would arise from the fact that, under some new arrangements of the Commissioners, the numbers of Teachers in the upper classes were being rapidly augmented at the expense of the lowest class. The

degree to which this cause of our difficulties has worked is shown in the following Table:—

Numbers of Teachers serving in each Class at the end of each of the following years:—

YEAR.	Male Teachers.					Female Teachers.				
	Class I. R.	Class II. P.	Class III. L.	Total.	Class I. R.	Class II. P.	Class III. L.	Total.		
Establishment under the Act, .	150	410	1,850	2,890	5,300	130	350	1,550	3,270	5,400
1880, . . .	135	407	1,789	2,769	5,100	121	371	1,500	3,185	5,279
1885, . . .	183	456	2,107	2,556	5,302	138	429	1,891	2,866	5,364
1890, . . .	367	588	2,309	2,052	5,406	281	518	2,236	2,551	5,586
1894, . . .	474	783	2,539	1,813	5,600	396	537	2,496	2,493	5,914
1900, . . .	523	953	2,282	1,989	5,748	419	644	1,960	3,082	6,125

3.—It is not necessary that I should repeat the arguments which follow, in my Third Quinquennial Report, to prove the disastrous effect on the Teachers' Pension Fund of this augmentation of the upper at the expense of the lower classes of Teachers. Suffice it to say, that in my report to the 31st December 1890, I had to point to a deficit in capital of £195,965. In 1895, from the same causes, the deficit had increased to a sum which depended on doubtful conditions as regarded future Teachers; but which was treated by a Committee which sat in 1896 as amounting to £1,200,000.

4.—The Lords Commissioners of His Majesty's Treasury adopted the recommendations of the Committee of 1896; and the changes took effect from the 1st January 1898. The changes may be summed up as follows:—

- (1.) The Fund was to be divided into two parts. First, the Teachers' Contribution Account, consisting of the premiums paid by the Teachers, with, as regards the past, some aid from the State. This account was to bear one-fourth part of the charge for Pensions. Second, the Endowment Account, comprising the £1,300,000 granted by the Act of 1879, with its accumulations, and any subsequent grants by Parliament which were not specifically applied to the Teachers' Contribution Account. The Endowment Account bears three-fourths of the charge for Pensions, &c.
- (2.) Pensions of the 1st Class (viz., £88 for Male Teachers and £63 for Female Teachers) were abolished prospectively for all Teachers, except those who had already attained the class educationally.
- (3.) The Contributions [premiums] of the Teachers of all classes were considerably augmented.
- (4.) All restrictions on the numbers in the several classes and on the total number were abolished.
- (5.) An annual vote of money was to be made in aid of the Fund. £18,000 has since been voted in each year.

5.—Of the new Rules, Nos. (2) and (3) would in their result benefit the Fund, while No. (4) had the contrary effect.

The general result, roughly stated, of the new Rules, is to at least double the net premium income of the Fund—equivalent to an increase of capital of, perhaps, £900,000; to give prospectively pensions of £28 a year on Male Teachers and £16 a year on Female Teachers for the small proportion who reach the 1st division of the 1st class, and to give an annual subvention to the Fund. That subvention has, with other grants, amounted up to 31st December 1900 to £167,434; of which £95,434 has been applied to the Teachers' Contribution Account, and £72,000 to the Endowment Account. How far its future payment can be reckoned as capital is uncertain.

Per contra, the number of beneficiaries of the Pension Fund has been raised from 10,700 to 11,872—say, by 11 per cent.; while every Teacher in an upper class (excepting the first section of the 1st class) is enabled to claim its pension, whereas only those whose age enabled them to succeed to the establishment of their upper class could previously claim it.

On the whole, it is not at present possible to say how far the new Rules go towards extinguishing the deficit; but they certainly do not completely extinguish it.

6. The effect of the abolition of the limit of numbers in the classes has thus far been as follows:—

Class.	No. provided in Act of 1878.	No. on 31st December, 1890.	Expense in Class.	Deficit in Class.
<b>MALES—</b>				
Ist Class, 1st Division,	150	156	6†	—
Ist Class, 2nd Division,	410	1,321	911	—
II. Class,	1,850	2,282	432	—
III. Class,	2,690	1,989	—	901
Total,	5,300*	5,748*	478	—
<b>FEMALES—</b>				
Ist Class, 1st Division,	150	142	19†	—
Ist Class, 2nd Division,	380	921	571	—
II. Class,	1,560	1,980	430	—
III. Class,	8,370	8,082	—	288
Total,	5,400*	6,125*	725	—

\* Exclusive of 28 Males and 72 Females serving in 1879 who had refused to join the Pension Scheme.

† Only a nominal increase—as these are Teachers allowed to serve on instead of being placed on pension. In the valuation, they are treated as on pension.

7. There were on the 31st December last on Pension 804 Male and 683 Females Teachers, whose Pensions amounted yearly to £80,874 and £19,825 respectively. [For details see Appendix].

8. The new Rules have abolished all limits of age as regards entry, and as regards returning to the service after absence. These are both sources of increased expense.

9. The experience of the past twenty-one years has been taken as the guide for death, disablement, and tendency to resign, go on pension, and be promoted in each of the 8 classes (i.e., 4 classes of each sex).

10. The following is the result of the calculation as regards Existing Teachers:

—	Teachers' Contribution Account	Pension Account
Present Value of Pensions now in course of Payment,	£ 196,951	£ 336,765
Present Value of Future Pensions,	504,807	1,482,298
Present Value of Future Payments for Disablement as regards Premiums not yet paid	—	35,919
Present Value of Returns for Disablement, Death, or Resignation, of Premiums already paid,	46,985	66,233
	678,243	1,991,215
Present Value of Net Future Contributions by Teachers,	271,916	—
The Sums on the 31st December 1890, at the Credit of the respective Accounts were,	406,327	1,991,215
Deficit,	223,447	1,798,653
	182,880	192,562

\* Provided for in calculating the Net Premiums payable by Teachers.

Details of the liabilities and assets by sexes and classes, and also of the Contribution and Endowment Accounts are shown in the Appendix.

11. Turning to the provision for the future for all time, it is difficult to estimate for what classes capital must be taken, as all restriction upon numbers has been abolished. I have assumed that the total number of Teachers will remain as at present, and that the tendency to resign, retire, die, or be promoted will be the same as has on the average obtained during the twenty years ended on the 31st December 1899. This gives the following forecast of the numbers which, with the present total, the respective classes may be expected ultimately to reach :—

—	Males.	Females.
Class I <sup>1</sup> ,	1,035	860
" II,	1,492	1,048
" III,	2,109	2,373
" IIII,	1,140	1,911
	5,776	6,197

The Teachers of Classes 1<sup>1</sup> and 1<sup>2</sup> are to have the same pensions ; but they have to be treated separately, as the conditions of existence are not the same in the two Classes. Under the present Education Regulations the Third Class in each sex will ultimately contain only Assistant Teachers.

12. The following is my estimate of the sum required to maintain the Fund in perpetuity, money being taken as producing 2½ per cent. per annum :—

—	Contributions Account	Endowment Account
Present Value of Pensions on Separation,	£	£
Present Value of Payments for Disablement,	321,050	963,150
	—	163,084
	321,050	1,131,234
Present Value of the Net Contributions of Future Teachers,	—	—
Present Value of the Annual Vote of £18,000 in perpetuity,	343,010	—
Net Surplus,	—	720,000
Net Deficiency,	21,960	—
	—	411,234

13. There is an asset, of which the value may be disputed, for the Endowment Account. So long as the capital of £1,300,000, secured by the Act of 1879 from the Irish Church Surplus, remains unpaid, interest is payable at 3 per cent. This gives £6,900 a year more than if the interest were only at 2½ per cent. at which this valuation is made. Capitalized as a perpetuity the value of this additional interest would be £260,000. If the Land Commissioners can raise £1,300,000 at less than 3 per cent., the debt may be redeemed ; but such a result does not seem very probable. If the additional per-cent-age be regarded as being of one-half the value of a perpetuity, the sum in aid of the Endowment Fund could be taken as £130,000.

If this be deducted from the £411,234 shown in section 11, there remains, as regards future and existing Teachers, a deficit of—

—	Contribution Account	Endowment Account
	£	£
Existing Teachers, Deficit,	183,880	122,562
Future Teachers	21,960	—
{ Surplus, Deficit,	—	281,234
	<hr/> 160,920	<hr/> 403,796
		£564,716

14. To extinguish this total prospective deficit it would be necessary to raise the annual subsidy (as a perpetuity) from £18,000 to £32,118. When, however, it is considered that the deficiency can only be felt very many years—possibly centuries—hence, it seems needless to take any steps at present.

Change of circumstances affecting the service of Teachers, may arise—indeed are rumoured to be intended—which will prevent so great an increase in the proportion of the upper classes as is contemplated in this Report; or the total number of Teachers may decrease. In either case the Fund would be in a better position in both accounts.

I submit, therefore, that it will suffice for the present to continue the grant of £18,000 a year, and to watch carefully, at successive periods of five years, the progress of the Fund.

DENHAM ROBINSON,

25th April, 1901.

Actuary.

## APPENDIX L

Capital of the Teachers' Pension Fund on the 31st December, 1900.

—	Teachers' Contribution Account.	Endowment Account.
	£	£
Due from the Irish Land Commissioners under the Act 42 and 43 Vict., cap. 74,	—	1,300,000
£204,618 19s. 11d. in 2½ Consols, at 97½,	—	199,504
£34,336 7s. 5d. in 2½ Consols, at 97½,	33,478	—
£305,180 Guaranteed Land Stock, at 97½,	—	297,531
£194,840 Guaranteed Land Stock, at 97½,	189,980	—
Cash in hands of Paymaster-General,	—	1,518
	<b>223,447</b>	<b>1,798,653</b>

**APPENDIX II.**  
Present Value of Prospective Liabilities and Receipts on account of Teachers

	Teachers' Contributions			
	Liabilities.			
	Male.	Female.		
Pensions payable 31st December, 1960, .	£ 73,248	£ 73,248	£ 55,703	£ 55,703
Present Value of Future Pensions :-				
Class I., . . . . .	18,741		16,217	
Class II., . . . . .	48,854		50,764	
Class III., . . . . .	103,725		81,476	
Class III., . . . . .	61,032		81,222	
Model Schools (additional to ordinary payments), . . . . .	5,977		8,337	
Teachers out of Service who may return, . . . . .	1,652		1,329	
		258,952		245,345
Present Value of Future Charge for Disablement so far as Future Premiums are concerned :-				
Class I., . . . . .	—	—	—	—
Class II., . . . . .	—	*	—	*
Class III., . . . . .	—			
Present Value of Prospective Returns of Premiums now in hand :-				
Class I., . . . . .	2,088		1,195	
Class II., . . . . .	7,855		5,453	
Class III., . . . . .	9,850		7,719	
Class III., . . . . .	4,786		8,029	
		24,579		22,406
Present Value of Net Future Contributions by Teachers :-				
Class I., . . . . .	—	—	—	—
Class II., . . . . .	—	—	—	—
Class III., . . . . .	—	—	—	—
Model Schools (additional), . . . . .	—	—	—	—
	—	356,789	—	321,454

\* Provided for, as regards Teachers' Contribution Account.

## APPENDIX III.

## Prospective Liabilities and Assets

	Teachers' Contributions			
	Liabilities.			
	Male.	Female.		
Present Value of Pensions in perpetuity :-				
Class I., . . . . .	95,690		92,060	
Class II., . . . . .	49,040		46,380	
Class III., . . . . .	11,140		26,790	
		155,870		165,180
Present Value of Payments for Disablement in perpetuity :-				
Class I., . . . . .	—	—	—	—
Class II., . . . . .	—	—	—	—
Class III., . . . . .	—	—	—	—
Present Value of Teachers' Net Contributions in perpetuity :-				
Class I. (premiums on promotion), . . . . .	—	—	—	—
Class II. (premiums on promotion), . . . . .	—	—	—	—
Class III., . . . . .	—			
	—	155,870	—	165,180

## APPENDIX II.

existing (whether in service or on pension) on the 31st December, 1900.

Amount.				Endowment Account.			
Assets.				Liabilities.			
Males.		Females.		Males.		Females.	
<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>
—	—	—	—	194,306	194,306	142,459	142,459
—	—	—	—	56,223	—	48,651	—
—	—	—	—	205,501	—	167,293	—
—	—	—	—	208,174	—	244,430	—
—	—	—	—	183,100	—	243,665	—
—	—	—	—	5,978	—	9,237	—
—	—	—	—	4,958	—	3,888	—
—	—	—	—	764,934	—	717,354	—
—	—	—	—	8,070	—	6,792	—
—	—	—	—	2,757	—	5,339	—
—	—	—	—	3,951	—	6,610	—
—	—	—	—	14,778	—	21,141	—
—	—	—	—	2,645	—	2,085	—
—	—	—	—	11,611	—	11,307	—
—	—	—	—	12,402	—	13,424	—
—	—	—	—	4,420	—	8,439	—
—	—	—	—	30,978	—	35,255	—
5,808	—	5,308	—	—	—	—	—
44,008	—	34,182	—	—	—	—	—
50,344	—	48,547	—	—	—	—	—
29,034	—	45,361	—	—	—	—	—
2,408	—	5,916	—	—	—	—	—
131,602	—	140,314	—	—	—	—	—
131,602	—	140,314	—	1,004,996	—	916,219	—

by a reduction in the sum to be received for generation.

## APPENDIX III.

for Future Teachers in Perpetuity.

Amount.				Endowment Account.			
Assets.				Liabilities.			
Males.		Females.		Males.		Females.	
<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>	<i>E</i>
—	—	—	—	287,070	—	276,180	—
—	—	—	—	147,120	—	138,990	—
—	—	—	—	33,420	—	30,370	—
—	—	—	—	467,610	—	495,540	—
—	—	—	—	38,870	—	49,260	—
—	—	—	—	19,299	—	36,310	—
—	—	—	—	4,880	—	17,388	—
—	—	—	—	65,129	—	104,965	—
26,240	—	34,900	—	—	—	—	—
37,640	—	40,700	—	—	—	—	—
78,230	—	135,300	—	—	—	—	—
132,110	—	210,900	—	—	—	—	—
—	132,110	—	210,900	—	530,739	—	600,415

## APPENDIX IV.

Approximate accumulated amount of Premiums now in hand, paid by Teachers who are still serving.

Present Age of Teachers.	Male Teachers.				Female Teachers.			
	Class I.	Class II.	Class III.	Class IV.	Class V.	Class VI.	Class VII.	Class VIII.
64	—	159	297	121	—	—	—	—
63	275	115	315	144	—	—	—	—
62	55	197	603	253	—	—	—	—
61	482	269	472	339	—	—	—	—
60	400	288	812	430	—	—	—	—
59	424	337	849	273	—	181	321	317
58	222	337	840	510	288	545	839	482
57	274	384	1,090	580	126	497	1,022	518
56	627	985	1,550	695	384	1,094	1,148	567
55	501	288	1,531	652	473	376	1,141	905
54	32	556	1,150	486	692	681	1,262	1,009
53	837	536	1,109	524	183	291	844	777
52	149	287	1,104	437	481	793	1,065	1,010
51	775	501	876	617	402	841	1,812	1,498
50	431	615	804	609	394	800	1,478	1,328
49	216	380	688	642	602	918	950	1,462
48	481	307	770	616	356	546	1,061	1,252
47	237	767	1,039	612	518	915	1,472	1,134
46	198	877	861	552	591	1,048	1,758	1,907
45	380	726	1,032	532	413	744	1,505	1,359
44	351	1,090	1,118	864	419	1,003	1,485	1,264
43	392	958	1,275	474	752	680	1,623	1,181
42	330	1,024	1,028	575	773	1,397	1,343	1,158
41	212	1,377	1,391	577	487	1,657	1,706	957
40	145	1,176	1,401	335	239	1,768	1,484	806
39	87	1,436	1,300	442	219	1,487	1,422	580
38	237	1,328	1,714	363	37	1,328	1,816	803
37	331	1,734	1,262	401	215	1,142	1,651	602
36	58	1,658	1,182	377	51	1,363	1,444	738
35	—	1,587	1,047	274	—	1,234	1,180	648
34	21	1,454	1,080	376	26	1,528	1,154	907
33	—	1,629	922	496	—	966	863	1,084
32	—	1,123	718	527	—	796	868	1,045
31	—	975	857	459	—	512	754	1,015
30	—	751	826	400	—	849	670	1,018
29	—	545	509	460	—	275	498	828
28	—	320	562	502	—	348	389	825
27	—	356	526	442	—	73	399	747
26	—	111	304	477	—	41	303	802
25	—	80	263	420	—	8	230	806
24	—	16	242	301	—	5	200	596
23	—	5	184	385	—	—	133	494
22	—	—	54	205	—	—	66	—
21	—	—	27	—	—	—	16	—
Total,	9,369	28,874	37,094	19,321	9,149	27,889	39,160	33,527

## APPENDIX V.

Teachers on Pension on the 31st December, 1900.

Age.	Male Teachers.			Female Teachers.		
	No. on Pension.	Average Pension.	Estimated Liability.	No. on Pension.	Average Pension.	Estimated Liability.
41	1	3	53	—	—	—
42	—	—	—	1	5	90
44	—	—	—	1	4	69
45	—	—	—	1	5	88
46	—	—	—	1	7	116
47	—	—	—	1	8	136
48	1	8	123	1	9	139
50	2	11	185	5	63	550
51	—	—	—	12	177	2,617
53	1	13	186	9	189	2,729
54	1	17	239	23	378	5,313
55	3	62	851	23	422	5,792
56	11	201	3,693	17	350	4,703
57	25	622	8,165	23	450	6,016
58	15	366	4,861	18	503	6,433
59	13	335	4,165	30	638	7,971
60	16	438	5,803	30	901	11,010
61	27	335	9,915	38	1,146	13,640
62	54	1,243	14,320	44	1,428	16,530
63	45	1,370	17,510	45	1,372	16,460
64	30	1,013	11,040	46	1,410	16,300
65	45	1,915	20,210	30	986	10,220
66	51	1,902	19,300	35	1,123	11,130
67	68	2,621	24,750	44	1,365	16,400
68	41	1,739	16,390	24	704	6,356
69	39	1,616	14,580	25	787	6,803
70	37	1,776	15,390	26	922	8,128
71	33	1,414	11,620	26	739	5,863
72	33	1,332	10,420	14	457	3,443
73	29	1,215	9,028	19	545	3,892
74	23	921	6,485	14	447	3,017
75	35	1,356	9,048	11	418	2,424
76	19	813	5,118	11	427	2,562
77	24	974	5,728	7	191	1,086
78	20	805	4,399	6	200	1,096
79	16	757	3,819	5	189	972
80	16	671	3,103	4	213	1,041
81	10	459	1,817	7	302	1,403
82	10	463	1,924	2	68	309
83	6	339	1,276	2	111	465
84	8	508	1,801	1	34	196
85	5	216	728	—	—	—
86	3	141	442	1	47	171
87	1	35	103	—	—	—
88	3	183	517	—	—	—
89	1	35	95	—	—	—
90	1	35	84	—	—	—
Total,	804	30,874	267,554	683	19,825	196,163

## APPENDIX VI.

Class I<sup>1</sup>.—Details as to existing Teachers.

No. of Teachers.	Male Teachers.			Age.	Female Teachers.		
	Pensions Payable Yearly.	Present Value of Expected Premiums.	Present Value of Future Pensions.		No. of Teachers.	Pensions Payable Yearly.	Present Value of Expected Premiums.
	£	£	£		£	£	£
4	—	—	—	64	—	—	—
4	15,033	42	3,330	63	—	—	—
1	—	—	794	62	—	—	—
6	84,482	31	4,552	61	—	—	—
5	44,658	80	3,621	60	2	—	—
5	30,418	76	3,458	59	—	—	—
3	17,133	55	1,981	58	5	20,500	38
4	26,766	106	2,550	57	3	10,883	50
9	42,433	196	6,445	56	4	16,935	60
8	35,866	185	4,636	55	6	30,832	138
1	4,716	27	554	54	11	42,783	217
11	57,264	366	5,834	53	2	8,216	48
2	11,567	80	1,013	52	6	38,032	229
13	67,547	507	6,308	51	4	20,884	147
7	30,099	242	3,264	50	5	19,850	187
4	21,758	185	1,794	49	8	24,616	209
9	48,498	436	3,885	48	3	10,356	96
4	19,266	182	1,663	47	8	24,799	241
4	17,300	170	1,559	46	7	30,132	309
7	32,266	330	2,687	45	7	33,882	354
7	30,616	324	3,522	44	8	28,845	323
12	51,316	560	4,245	43	11	39,848	467
7	32,116	362	2,383	42	14	49,630	602
5	21,248	246	1,634	41	10	41,182	516
3	14,750	176	944	40	6	25,399	328
2	9,290	113	607	39	5	19,932	264
7	30,599	382	2,048	38	1	4,100	55
2	9,499	122	555	37	7	25,732	355
3	12,917	170	817	36	2	4,983	70
—	—	—	—	35	—	—	—
1	4,350	59	254	34	1	4,183	61
	775,262	5,808	74,964	—	—	572,662	5,308
							54,868

## APPENDIX VI.—continued.

## Class IV.—Details as to Existing Teachers.

No. of Teachers.	Male Teachers.			Age.	Female Teachers.				
	Present Payable Yearly.	Present Value of Expected Premiums.	Present Value of Future Pensions.		No. of Teachers.	Present Payable Yearly.		Present Value of Expected Premiums.	
						£	£		
1	—	—	596	64	—	—	—	—	
3	5,099	18	1,768	63	—	—	—	—	
7	3,667	10	3,791	62	—	—	—	—	
7	15,100	13	3,623	61	2	—	—	—	
7	24,884	43	3,478	60	3	16,516	—	1,091	
5	14,315	35	2,387	59	4	7,883	9	1,878	
8	35,298	116	3,870	58	6	22,518	42	3,026	
10	33,251	133	4,414	57	8	23,061	63	3,860	
8	28,599	134	3,390	56	16	23,151	189	7,427	
7	26,986	144	2,848	55	6	17,900	77	2,677	
13	39,349	234	5,066	54	10	35,249	186	4,306	
16	48,354	318	5,300	53	9	12,732	74	2,674	
9	32,747	284	3,208	52	15	53,617	380	6,018	
14	50,554	389	4,789	51	14	54,446	394	6,418	
16	49,614	409	5,258	50	17	59,253	467	6,354	
10	29,781	261	3,031	49	18	67,282	571	6,354	
9	29,816	277	2,740	48	18	50,265	458	4,445	
24	72,961	705	7,001	47	20	70,431	680	6,484	
20	60,330	609	5,598	46	29	95,160	970	8,948	
23	69,247	725	6,049	45	19	63,000	682	5,636	
33	100,058	1,070	8,422	44	26	86,243	959	7,392	
33	98,708	1,064	8,043	43	19	60,947	707	5,964	
35	104,963	1,201	8,152	42	35	113,530	1,363	9,163	
58	167,875	1,936	12,894	41	48	133,425	1,558	16,888	
45	128,796	1,527	9,667	40	51	155,792	1,905	11,975	
59	158,201	2,067	12,248	39	49	150,277	1,982	11,284	
61	173,289	2,149	12,115	38	48	151,325	2,049	10,686	
78	214,561	2,730	14,579	37	43	128,345	1,780	8,887	
80	217,340	2,832	14,703	38	53	154,494	2,181	10,710	
82	226,973	2,968	14,653	35	55	157,922	2,284	10,456	
83	230,604	3,078	14,196	34	67	193,909	2,824	12,588	
88	241,914	3,263	14,465	33	50	145,721	2,157	9,070	
76	206,010	2,829	11,005	32	51	144,198	2,141	8,704	
70	180,991	2,607	10,744	31	27	78,614	1,138	6,419	
85	185,921	2,275	9,258	30	30	79,195	1,179	4,492	
54	135,434	1,598	7,376	29	25	59,750	857	3,319	
34	86,691	1,182	4,561	28	17	44,680	657	2,379	
36	90,529	1,557	4,563	27	14	37,966	536	1,882	
20	48,198	651	2,381	26	7	17,332	246	841	
12	28,183	380	1,393	25	2	4,949	69	255	
5	10,249	137	562	24	5	12,096	166	553	
3	5,584	74	315	23	1	2,418	33	104	
	3,719,515	44,008	275,335	—	—	2,813,147	34,182	223,057	

## APPENDIX VI.—continued.

## Class II.—Details as to Existing Teachers.

No. of Teachers.	Male Teachers.			Age.	Female Teachers.		
	Present Disposable XIX.	Present Value of Expected Premises.	Present Value of Future Premises.		No. of Teachers.	Present Disposable XIX.	Present Value of Expected Premises.
1	—	—	467	65	—	—	—
13	9,900	10	8,914	64	—	—	—
11	17,231	39	4,750	63	—	—	—
19	26,216	73	7,787	62	—	—	—
16	30,014	26	6,246	61	—	—	—
30	64,615	109	11,220	60	8	—	—
29	67,209	165	10,410	59	11	13,798	13
23	66,079	211	11,320	58	24	48,828	91
37	78,684	299	12,280	57	29	62,179	171
52	190,312	549	18,770	56	25	71,879	253
42	90,597	471	13,130	55	33	62,577	277
46	93,343	549	13,460	54	38	78,650	408
45	80,026	547	12,600	53	27	49,480	296
43	88,108	612	11,500	52	32	64,828	434
28	69,284	521	9,230	51	53	101,908	733
34	68,046	531	8,318	50	50	97,392	784
29	57,050	486	6,884	49	32	61,846	537
32	64,913	583	7,286	48	33	68,016	632
45	93,014	874	9,806	47	48	93,229	923
36	75,650	741	7,593	46	58	117,340	1,298
42	83,198	847	8,492	45	51	99,793	1,072
50	96,910	1,027	9,721	44	51	95,976	1,115
53	106,709	1,167	9,856	43	57	112,358	1,361
46	90,589	1,023	8,268	42	49	100,153	1,260
63	123,291	1,457	10,880	41	66	128,542	1,681
66	128,575	1,545	10,900	40	65	124,234	1,678
66	133,609	1,553	10,590	39	59	114,722	1,597
93	124,178	2,345	14,430	38	85	162,342	2,923
71	135,693	1,783	10,590	37	83	158,367	2,327
74	143,976	1,943	10,790	36	79	157,746	2,368
71	138,340	1,818	9,984	35	65	131,969	2,017
77	152,773	2,166	10,080	34	77	150,755	2,362
74	145,266	2,120	9,865	33	64	128,422	2,011
65	127,575	1,884	8,412	32	75	145,618	2,350
82	157,696	2,531	10,340	31	66	128,411	2,097
90	171,466	2,624	10,950	30	65	196,652	2,087
66	120,072	1,872	7,727	29	57	108,738	1,789
34	154,743	2,434	9,618	28	57	107,472	1,769
57	101,726	1,615	6,261	27	59	109,682	1,791
58	97,988	1,573	6,173	26	55	98,680	1,696
75	122,409	1,972	7,615	25	63	92,618	1,479
76	118,557	1,806	7,372	24	52	88,459	1,387
63	91,674	1,475	5,789	23	61	69,533	1,078
47	66,681	1,018	4,075	22	29	48,315	734
57	37,129	574	2,161	21	14	22,898	344
9	11,714	618	650	20	5	4,899	72
—	—	—	—	19	—	—	—
—	—	—	—	18	—	—	—
—	4,805,818	50,344	410,899	—	—	3,808,123	48,047
—	—	—	—	—	—	—	325,906

## APPENDIX VI.—continued.

## Class III.—Details as to Existing Teachers.

No. of Teachers.	Male Teachers.			Age.	Female Teachers.		
	Present Value of Teachers Yearly.	Present Value of Expenditure Teachers.	Present Value of Pension Teachers.		No. of Teachers.	Present Value of Teachers Yearly.	Present Value of Expenditure Teachers.
1	—	—	555	65	—	—	—
8	3,416	3	2,783	64	—	—	—
6	8,249	16	1,958	65	—	—	—
14	12,600	28	4,403	62	—	—	—
19	24,498	22	5,690	61	1	—	—
							290
21	29,114	49	6,009	60	4	—	—
18	19,981	49	4,112	59	13	16,663	16
27	38,019	122	7,103	58	19	25,748	48
32	44,630	174	8,095	57	21	29,215	79
27	37,613	172	6,589	56	24	32,381	113
							5,953
35	49,612	232	8,191	55	58	51,442	219
28	37,987	231	6,284	54	43	58,528	293
39	39,497	252	6,292	53	29	39,180	205
34	32,346	234	4,832	52	43	56,926	369
34	45,430	339	6,679	51	63	58,924	639
							13,030
33	42,863	340	6,918	50	58	76,342	500
38	51,547	433	6,863	49	67	86,841	734
37	47,763	423	6,407	48	58	74,941	677
35	46,178	426	5,818	47	54	76,242	673
32	41,866	401	5,088	46	56	75,325	758
							8,132
31	41,431	410	4,715	45	60	82,474	847
33	50,920	521	5,534	44	59	78,310	860
28	37,032	389	3,501	43	57	72,306	825
37	48,346	323	4,937	42	58	81,520	962
36	47,763	530	4,590	41	50	65,976	806
							6,759
32	29,480	336	2,590	40	47	64,909	823
29	37,146	440	3,414	39	35	51,011	862
19	24,798	301	2,155	38	39	56,928	748
31	43,746	542	3,501	37	38	52,844	718
30	40,813	520	3,177	36	54	72,956	1,015
							5,821
26	35,047	470	2,668	35	51	70,708	998
35	47,228	629	3,488	34	75	101,057	1,450
46	63,143	555	4,453	33	99	131,631	1,214
55	75,692	1,037	5,170	32	94	123,902	1,813
56	76,375	1,054	5,118	31	105	131,151	1,936
							8,746
59	80,606	1,127	5,264	30	117	155,393	2,254
63	85,340	1,202	5,493	29	113	151,612	2,155
75	102,208	1,434	6,406	28	122	162,444	2,363
80	105,456	1,498	6,704	27	126	168,635	2,285
98	129,020	1,804	8,056	26	176	232,627	3,087
							10,610
91	113,892	1,693	7,288	25	198	256,038	5,351
96	114,282	1,087	7,459	24	169	214,012	2,791
153	170,553	9,729	11,440	23	177	218,896	2,864
107	113,539	1,535	7,491	22	154	185,050	2,417
79	81,745	1,058	6,125	21	117	137,402	1,765
							8,103
45	46,406	541	2,660	20	65	75,386	925
23	32,373	215	1,233	19	28	29,288	334
4	3,933	203	194	18	5	5,580	57
							203
	1,524,321	29,084	214,133			4,012,739	48,961
							394,887

## APPENDIX VI.—continued.

Model Schools.—Details as to Existing Teachers.

No. of Teachers.	Male Teachers.			Age.	Female Teachers.		
	No. of Teachers.	Additional Premiums Payable Yearly.	Present Value of Expected Additional Premiums.		No. of Teachers.	Additional Premiums Payable Yearly.	Present Value of Expected Additional Premiums.
		\$	\$		\$	\$	\$
1	2-533	3	537	64	—	—	—
1	2-533	4	292	63	—	—	—
2	15-667	43	808	62	—	—	—
2	4-783	17	532	61	1	—	754
1	2-600	12	320	60	—	—	—
2	10-716	56	708	59	—	—	—
1	5-583	38	522	57	2	8-550	16
2	6-767	51	634	56	4	8-216	23
—	—	—	—	55	2	16-217	60
—	—	—	—	—	—	7-350	33
2	7-766	69	859	54	2	7-700	41
4	12-634	125	792	53	3	13-500	84
1	2-583	28	191	52	1	2-700	19
1	3-783	41	185	51	3	15-433	120
2	7-000	81	515	50	2	5-400	46
1	1-900	23	162	49	5	25-116	231
1	3-283	42	168	48	3	9-965	99
1	8-567	47	162	47	4	16-132	170
1	5-200	72	294	46	3	9-299	104
2	7-300	105	494	45	1	3-633	42
2	7-916	116	469	44	—	—	—
2	4-249	66	285	43	3	7-400	97
2	2-649	42	182	42	3	16-056	220
1	7-800	128	252	41	4	16-717	239
—	—	—	—	40	4	19-533	290
—	—	—	—	39	1	2-700	42
—	—	—	—	38	1	7-357	117
2	8-333	153	378	37	1	3-100	51
1	1-900	26	109	36	3	15-616	263
—	4-200	81	211	35	2	9-653	172
2	4-200	85	205	34	5	22-850	391
2	6-600	132	298	33	2	8-450	155
3	11-266	250	462	32	1	3-150	59
2	4-400	92	187	31	1	3-400	66
2	4-765	101	212	30	1	6-900	136
—	—	—	—	29	2	8-333	168
5	13-017	289	535	27	4	17-649	362
	188-694	2,408	11,965	24	—	317-725	5,916
							18,674